

# **CRANSTON SCHOOL COMMITTEE MEETING**

**MONDAY, AUGUST 22, 2011**

**HOPE HIGHLANDS ELEMENTARY SCHOOL**

**300 HOPE ROAD, CRANSTON, RI**

**EXECUTIVE SESSION: 6:00 P.M.**

**IMMEDIATELY FOLLOWED BY PUBLIC MEETING**

## **AGENDA – Revision #2**

**1. Call to order – 6:00 p.m. – Convene to Executive Session Pursuant to RI State Laws PL 42-46-5(a)(1) Personnel, PL 42-46-5(a)(2) Collective Bargaining and Litigation (Contract Negotiations' Update – Bus Drivers / Trades People / Mechanics, Custodians); (Teacher Negotiations; Teacher Assistants / Technical Assistants / Bus Aides Negotiations), (Secretary Negotiations); (Consideration of legal options regarding status of aid to education appropriation and legal advice relating to the same); (Notice of Preliminary Class Action Settlement in Burns v. Gatekeeper).**

**2. Executive Session**

**3. Call to Order – Public Session**

**4. Roll Call – Quorum**

**5. Executive Session Minutes Sealed: August 22, 2011**

**6. Minutes of Previous Meetings Approved: June 22, June 28, July 13, July 18, and August 9, 2011**

**7. Public Acknowledgements / Communications**

**8. Chairperson's Communications**

**9. Superintendent's Communications**

**10. School Committee Members' Communications**

**11. Public Hearing**

- a. Students (Agenda / Non-agenda Items)**
- b. Members of the Public (Agenda Matters only)**

**12. Consent Agenda / Consent Calendar**

**RESOLUTIONS**

**NO. 11-8-03- RESOLVED, that at the recommendation of the Superintendent, the tentative contract between the Cranston School Committee and the Cranston Teacher's Alliance, Local 1704, AFT, be approved. (Please see attached Fiscal Impact Statement and Tentative Agreement).**

**ADMINISTRATION**

**PERSONNEL**

**NO. 11-8-04- RESOLVED, that at the recommendation of the Superintendent, said certified personnel be recalled from layoff, and**

**Be it further RESOLVED, that the Superintendent notify those individuals of the committee's actions.**

**NO. 11-8-05- RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed for the**

**2011-2012 school year:**

**Allison Bell...Step 1 + MAT**

**Education...NEIT, BS, JWU, MAT**

**Experience...Cranston Student Teacher**

**Certification...Special Ed Middle\Secondary**

**Assignment...Cranston West 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...22613260 51110**

**Maria Giardello, Step 6 + MA**

**Education...PC, BA, PC, MA**

**Experience...Cranston Substitute**

**Certification...Special Ed Middle\Secondary**

**Assignment...Cranston East 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...11313260 51110**

**Dena Crescenzo, Step 2**

**Education...RIC, BS**

**Experience...Cranston Substitute**

**Certification...Special Ed Elementary\Middle**

**Assignment...Oak Lawn 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...New**

**Fiscal Note...10313260 51110**

**Giana Labbadia, Step 2**

**Education...RIC, BS**

**Certification...Special Ed Elementary\Middle**

**Experience...Cranston Substitute**

**Assignment...Oak Lawn 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...New**

**Fiscal Note...10313260 51110**

**Stephanie Raposa, Step 2**

**Education...RIC, BS**

**Certification...Special Ed Elementary\Middle**

**Experience...Cranston Substitute**

**Assignment...Waterman 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...11013260 51110**

**Rachel Knowlton, Step 1 + MAT**

**Education...JWU, BS, MAT**

**Certification...Special Ed Middle\Secondary**

**Experience...Cranston Substitute**

**Assignment...Cranston East 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...21313260 51110**

**Shelley Tragar, Step 12 + MAT + 30**

**Education...RIC, BA, MAT**

**Certification...Professional School Counselor PK-12**

**Experience...Barrington School Department**

**Assignment...1/2 Year Itinerant 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...11915010\12515010\51110**

**Jennifer Woloohojian, Step 6**

**Education...Utica College, BS**

**Licensure...Occupational Therapy**

**Experience...Cranston Substitute**

**Assignment...Itinerant .6 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...10312950 51115**

**Amanda Beaudoin, Step 1**

**Education...RIC, BS**

**Certification...Special Ed Elementary\Middle & Severe\Profound**

**Experience...Cranston Substitute**

**Assignment...Stone Hill DLP 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...12713260 51110**

**Michelle Barrett, Step 3 + MS**

**Education...University of Hartford, BS, URI, MS**

**Experience...Fall River School Department**

**Certification...Speech & Language Pathology**

**Assignment...Itinerant .5 FTE**

**Effective Date...August 29, 2011**

**Authorization...New**

**Fiscal Note...50827138 51110**

**Vanessa Faiola, Step 3**

**Education...RIC, BA**

**Experience...Johnston Public Schools**

**Certification...Secondary Spanish**

**Assignment...Cranston West 1.0 FTE (1/2 year)**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...12612300 51110**

**Julie Bannon, Step 1**

**Education...RIC, BS**

**Experience...Cranston Substitute**

**Certification...Secondary Math**

**Assignment...Cranston West .6 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...12612280 51110**

**Alessia Cirelli, Step 1**

**Education...RIC, BS**

**Experience...Cranston Substitute**

**Certification...Special Ed Middle\Secondary**

**Assignment...Cranston East .6 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...11313260 51110**

**NO. 11-8-06- RESOLVED, that at the recommendation of the Superintendent, the appointment of the following Program Supervisor be approved:**

**Richard Pandolfini, English**

**NO. 11-8-07- RESOLVED, that at the recommendation of the Superintendent, the appointment of the following Program Supervisor be approved:**

**Barbara Ferraro, Psychology**

**NO. 11-8-08- RESOLVED, that at the recommendation of the**

**Superintendent, the appointment of the Mathematics Department Chairperson, Cranston High School East, be approved:**

**Stacey Campbell**

**NO. 11-8-09- RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed as substitutes on a temporary basis as needed:**

**Kerry DellaTorre, Secondary History**

**Jessica Soccio, Elementary**

**Nicole Pelland, Early Childhood**

**Annamaria DiRocco, Elementary**

**NO. 11-8-10- RESOLVED, that at the recommendation of the Superintendent, the following certified staff member be granted a leave of absence without compensation as provided in Article XIX, Section F of the Master Agreement between the Cranston School Committee and the Cranston Teachers' Alliance:**

**Andrea Edwards, Teacher**

**Cranston East**

**Effective Date...August 30, 2011 to August 31, 2012**

**NO. 11-8-11- RESOLVED, that at the recommendation of the Superintendent, the retirement of the following certified personnel be**



**accepted:**

**Beverly Bunn, Teacher**

**Edgewood**

**Effective Date...June 30, 2011**

**Leigh Riesenfeld, Teacher**

**Barrows**

**Effective Date...June 30, 2012**

**NO. 11-8-12- RESOLVED, that at the recommendation of the Superintendent, the resignation(s) of the following certified personnel be accepted:**

**Kara Crawley, Teacher**

**Leave**

**Effective Date...July 18, 2011**

**Kathleen Hart, Teacher**

**Itinerant**

**Effective Date...August 26, 2011**

**NO. 11-8-13 - RESOLVED, that at the recommendation of the Superintendent, the following individual(s) be reappointed as an athletic coach:**

## **Cranston High School West**

**Steven Stoehr   Head Coach Football**

**Thomas Milewski   Assistant Coach Football**

**Thomas Ferri   Head Coach Girls' Volleyball**

**Jesus Berrio   Head Coach Boys' Cross Country**

**Shelia Lagasse   Head Coach Girls' Cross Country**

**Rob Malo   Assistant Coach Football**

**Corey Capirchio   Assistant Coach Football**

**Michael Waterman   Assistant Coach Boys' Soccer**

**Charles Pearson   Head Coach Girls' Soccer**

**Nicholas Ruggieri   Assistant Coach Girls' Soccer**

**James Lucas   Head Coach Girls' Tennis**

**Nancy Hersey   Assistant Coach Girls' Tennis**

**Tom Paquette   Assistant Girls' Volleyball**

## **Cranston High School East**

**Thomas Centore   Head Coach Football**

**Michael Giblin   Assistant Coach Football**

**Kenneth Simone   Assistant Coach Football**

**Jason Ward   Assistant Coach Football**

**Michael Boyajian Sr.   Head Coach Girls' Tennis**

**Robert Labanca   Head Coach Girls' Cross Country**

**Dina Cesana   Assistant Coach Field Hockey**

**Lauren Tomasso   Head Coach Girls' Soccer**

**Jose Simas   Assistant Coach Girls' Soccer**

**James Creamer   Assistant Coach Girls' Tennis**

**Ron Lee Head Coach Girls' Coach Volleyball**

**NO. 11-8-14 – RESOLVED, that at the recommendation of the Superintendent, the following individual(s) be reappointed as a volunteer athletic coach:**

**Cranston High School East:**

**Cranston High School West:**

**Michael Fitzgerald Football**

**Bob Izzi Football**

**Jason Hogan Football**

**NO. 11-8-15- RESOLVED, that at the recommendation of the Superintendent, the resignation(s) of the following coach (es) be accepted:**

**John Sousa, Head Coach Boys' Soccer**

**CHSE**

**Effective Date...July 18, 2011**

**NO. 11-8-16- RESOLVED, that at the recommendation of the Superintendent, the following non-certified personnel be appointed as substitutes on a temporary basis as needed:**

**Joseph Apostolico, Custodian**

**Rutledge Irving, Custodian**

**Donna Nelson, Teacher Assistant**

**NO. 11-8-17- RESOLVED, that at the recommendation of the Superintendent, the retirement(s) of the following non-certified personnel be accepted:**

**Kathleen Katsetos, Teacher Assistant**

**Waterman**

**Effective Date...July 27, 2011**

**NO. 11-8-18- RESOLVED, that at the recommendation of the Superintendent, the resignation(s) of the following non-certified personnel be accepted:**

**Kathleen Magiera, Supervisor**

**Horton**

**Effective Date...August 12, 2011**

**Nancy Hackett, Bus Driver**

**Transportation**

**Effective Date...August 31, 2011**

**NO. 11-8-19- RESOLVED, that at the recommendation of the Superintendent, non-certified staff member(s) be recalled from layoff, and**

**Be it further RESOLVED, that the Superintendent notify those individuals of the committee's actions.**

**NO. 11-8-20- RESOLVED, that at the recommendation of the Superintendent, non-certified staff members be laid off from their respective positions due to budgetary reasons.**

## **PURCHASES AND PURCHASED SERVICES**

**NO. 11-8-21- RESOLVED, that the following purchases be approved:**

**Photocopier Maintenance for the period from September 1, 2011 to August 31, 2012 in the amount of \$57,383.29**

**Number of bids issued 6**

**Number of bids received 4**

## **TABLED RESOLUTIONS**

**NO. 11-8-02- Be it RESOLVED, that the Extension Agreement between the Cranston School Committee and the Rhode Island Laborers' District Council on behalf of Local Union 1322 of the Laborers' International Union of North America, AFL-CIO, be approved.**

**13. Action Calendar / Action Agenda**

**14. New Business**

**15. Public Hearing on Non-agenda Items**

**16. Announcement of Future Meetings – September 7, September 14 and September 19, 2011.**

**17. Adjournment**

**School Committee members who are unable to attend this meeting are asked to notify the Chairperson in advance.**

**Interested people and the public at large, upon advance notice, will be given a fair opportunity to be heard at said meeting on the items proposed on the Agenda.**

**Individuals requesting interpreter services for the hearing impaired must notify the Superintendent's Office at 270-8170 72 hours in advance of the hearing date.**

**Any changes in the Agenda pursuant to RIGL 42-46-6(e) will be posted on the school district's website at [www.cpsed.net](http://www.cpsed.net), Cranston Public Schools' Administration Building, 845 Park Avenue, Cranston, RI; and Cranston City Hall, 869 Park Avenue, Cranston, RI and will be electronically filed with the Secretary of State at least forty-eight (48) hours in advance of the meeting.**

**Posted: Secretary of State / District's website / Administration Building / City Hall on Thursday, August 18, 2011.**

## **CTA / CPS Tentative Agreement 8-11-11**

**The following modifications to the 2009-2012 Teacher Collective Bargaining Agreement are agreed to by the parties, subject to ratification.**

### **1. Duration**

**The duration of the collective bargaining agreement shall be September 1, 2011 to August 31, 2013.**

### **2. Salary and step movement.**

**The salary increase in the 2009-2012 Collective Bargaining Agreement to be effective for the 2011-2012 school year is rescinded. There shall be no increase in salary for the 2011-2012 and the 2012-2013 school years.**

### **3. Medical Insurance Cost-sharing**

#### **ARTICLE XXV**

#### **INSURANCE**

**A. The Committee will provide the following individual medical and dental coverage for a teacher or, upon request of the teacher, shall provide family plan coverage for each teacher who is married or has a domestic partner (as defined in attached Appendix G) or has dependent children. To be eligible for such benefit, the teacher and the domestic partner must fill out. execute an affidavit appended to this Agreement as Appendix G and return the same to the District's Human Resource Office. In the event of a change in status in which the non-teacher is no longer a domestic partner, the teacher shall immediately notify the Superintendent of Schools or his designee and such healthcare coverage shall no longer be provided. Printed application forms must be requested, completed and returned to the Benefits Office in order to initiate this coverage. The base plan for all employees will be those benefits in effect as of the signing of this Agreement. The summary of these benefits is appended to this agreement as Appendix H. . Effective at the beginning of the 2009-2010 school year. the amount of premium cost-share paid by teachers shall be 15%. Effective in the beginning of the 2011-2012**



**school year. the amount of premium cost-share paid by teachers shall be 17% 20%. Payment under this section shall be subject to Section 125 of the IRS code.**

**Effective in the 2011-2012 school year, the medical benefits shall conform with Plan 1B adopted by the Board of the Rhode Island Uniform Public School Employees' Healthcare Benefits Program. (\$0 Preventative, \$15 / \$25 / \$35 / \$100 Co-pay for OV / Specialist / Urgi / E, \$5/\$15/\$30 Rx.)R**

#### **4. Layoffs**

### **ARTICLE XV**

#### **Seniority**

##### **B. Staff Reduction**

**1. In the event that a reduction of the number of employees in the bargaining unit is necessary because of declining pupil enrollment, financial considerations, or for other good or just cause, employees shall be laid off in reverse order of seniority.**

**At no time in any calendar year shall staff reduction in the bargaining**

unit achieved through layoff, exceed a net of 1% of the previous year's bargaining unit total. Such calculation shall exclude losses due to attrition. Positions created in the 2009-2010 and 2010-2011 school years using funds provided by the American Recovery and Reinvestment Act. the identification of which shall be agreed to by the parties, shall be excluded from the layoff cap.

In the event of declining enrollment, the work force may be reduced by an additional 2%.

Notwithstanding the above provision, the total number of bargaining unit members, expressed as full-time equivalent positions (FTE), shall not be diminished for the duration of the agreement. The minimum number of full-time equivalent positions shall be 913.3 bargaining unit members.

## **5. Jamboree**

## **ARTICLE XVI**

### **REASSIGNMENT AND TRANSFER**

A.. All newly employed teachers may be assigned in accordance with the procedure in this Agreement to any school appropriate to the areas of certification. Newly hired teachers must teach three years in the area of certification for which they were hired unless involuntarily transferred.

**B. The Committee and the Alliance recognize that some involuntary transfers of teachers from one school to another or reassignment within a school is unavoidable. The parties agree to the following procedure to effect the involuntary transfer or reassignment:**

**1. Notification of involuntary transfer shall be given to the teacher no later than five (5) working days before the close of school and such transfers shall only be effective at the beginning of the following school year.**

**2. Involuntary transfers shall be limited to transfers necessitated by decreasing pupil enrollment and/or changes in program or curriculum.**

**3. a. Involuntary transfers shall be made in reverse order of seniority by certification.**

**b. In a circumstance where the specific educational needs within a specific building can only be attained by retaining a junior teacher, the next least senior teacher may be transferred.**

**c. In those circumstances where the specific educational needs of the system can only be attained by the retaining of a junior teacher within a building, the next least senior teacher may be transferred. In the event that volunteers for said transfer are not forthcoming, the school**

**committee, through its agents, shall meet with the President and/or his/her designee to explain the specific nature of the educational need and the personnel changes which will be necessary.**

**d. In the event that an involuntary transfer must be made outside of the authority outlined in 1, 2 and 3(a), (b), or (c) above, it shall be for extraordinary and compelling reasons that the School Administration will document and explain to the Alliance and the individual. The following procedures shall govern involuntary transfers under this Section:**

**i. Any candidate for transfer under this provision shall be transferred immediately.**

**ii. Any teacher identified for transfer under this Section shall have the right, through the Alliance, to resort to expedited arbitration to determine whether or not the Administration's reasons are extraordinary and compelling. The parties shall mutually agree on a permanent arbitrator who will provide decisions to contested cases within thirty (30) days of the request for a decision.**

**iii. Should an arbitrator rule in favor of the teacher, he/she shall be returned to his/her former position.**

**iv. Should an arbitrator rule in favor of the Administration, the teacher will stay in the position to which he/she was transferred.**

**4. Any involuntary transfer will be implemented only after consultation between the teacher involved and a representative of the administration. The teacher will be notified of the reasons in writing within five (5) days of the meeting.**

**5. In the event that unforeseen circumstances such as death or resignation occur after the notification date in B I above and in the event that no volunteer is available to fill the position, an involuntary transfer may be made. Notification of involuntary transfer in this instance shall be communicated to the teacher in writing within fifteen (15) calendar days of the event giving rise to the transfer.**

**6. In all instances, volunteers for reassignment will be sought before an involuntary transfer is made.**

**C. A vacancy shall be defined as the availability of a position caused by death, retirement, promotion, resignation, long term leave of absence, or lay-off.**

**1. Prior to the end of school a “jamboree” will be held for the purpose of job selection and transfer. All teachers will be eligible to participate in descending order of seniority.**

**a. In advance of the jamboree a list of known vacancies which will be**

available during the following school year shall be posted in all school buildings.

b. Prior to the end of the school year, the superintendent shall forward to the Alliance president the following: a) a list of vacancies which will be available during the following school year, b) a list of teachers who have been involuntarily transferred, and c) a list of teachers returning from leave.

Teachers who have been involuntarily transferred and teachers returning from leave will receive advance notice of the time and date of the jamboree.

2. No selection into a different area of certification will be honored under this procedure if the effect of which is to block the recall of a teacher from the suspension list.

3. If a position is vacated after all involuntary transfers, voluntary transfers and returns from leave have been placed and if the position cannot be filled by a teacher on layoff, if the vacancy is to be filled it shall be filled on a temporary basis until the next posting.

4. In the event that a vacancy occurs or a new position is created after the completion of the voluntary round of the Jamboree, but before the opening of school, the Administration after consultation with the Alliance shall have the option to declare the position as an expedited posting. This designation shall allow Cranston Public

**Schools to post the position after a seven day waiting period for selection by qualified members within the bargaining unit. Notification of this posting shall be the responsibility of the personnel office. The official posting shall be in the Sunday edition of the Providence Journal. The posting shall also be listed on the web site of the Cranston Public Schools. In the event that no one from within the bargaining unit bids upon this position a person may be appointed to the position on a permanent basis. All other rules and policies regarding the Jamboree process shall remain in full force and effect.**

**5. High School or Middle School Health/Physical Education positions may be posted at Jamboree as gender specific provided that the administration furnish documentation to the Alliance President verifying locker room supervision cannot be otherwise arranged.**

**6. Effective upon the implementation of a revised teacher evaluation system in the 2011-2012 school year, any teacher who has a rating of ineffective on the formal teacher evaluation instrument may not participate in the jamboree process for the purpose of obtaining a voluntary transfer without the prior approval of the Cranston School Department Superintendent or her/his designee. Requests by a teacher who has a rating of ineffective shall be submitted to the Superintendent or her/his designee at least one week prior to the scheduled Jamboree date.**

**7. The parties agree to form a joint committee that will meet in the 2011-2012 school year to continue discussion of the teacher assignment process and the basic education plan.**





## **6. Elementary and High School Common Planning Time**

### **ARTICLE VIII**

#### **TEACHING HOURS AND TEACHING LOAD**

**A. Except as otherwise provided in this Agreement, the official length of the teachers' school day shall not exceed six hours and forty thirty-five minutes at the elementary level and six hours and fifty minutes for all others.**

**B.1. Teachers may be required to attend the following meetings after the regular school day. The numbers of meetings stated below are to be considered a maximum. Those persons responsible for calling such meetings will only do so when, in their professional judgment, a meeting is absolutely necessary.**

**a. Eleven (11) building meetings per year, called by the school principal, not to exceed one (1) hour in duration.**

**b. Two (2) professional development meetings called by the Administration not to exceed two hours in duration. The Administration may schedule groups of teachers from different schools with the same dismissal time to attend said meetings. The**

meeting shall start within twenty (20) minutes of the end of the teachers' normal work day. Attendance at these meetings shall be subject to the professional development requirements provided in Article VIII Section U and compensated accordingly.

Five (5) secondary school meetings per year, up to one hour in duration, curriculum, in-service, or other meetings called by department chairs, program supervisors or building administrators.

Elementary principals may call up to four meetings (one per quarter) for curriculum based or school based professional development initiatives.

2. The school administration shall prepare a tentative schedule of the above meetings and distribute same on teacher orientation day. Changes in said schedule may be made because of inclement weather or situations beyond the control of the administration. Notice of the makeup meeting date shall be given to the teachers at least five (5) school days prior to the meeting.

3. When deemed appropriate by the administrator, itinerants may be included in building staff meetings, provided the total number of meetings does not exceed the limits outlined in Article VIII., B.1 a, b, c., d. Evening performances or activities conducted by unified arts teachers shall be counted against the total number of meetings mentioned in Article VIII., B.1 a, b, c., d.

**C. Teachers will be required to attend one evening meeting per year, called at the discretion of the administrator responsible for the directing of such meeting. One additional meeting for public involvement in programs may be held with prior consultation between the building principal and the CTA building representative. Meetings held under the section shall be charged to B1 above.**

**D. Teachers will have a duty free lunch period of the same length of time as students.**

**E.1. For high school teachers, the normal seven (7) day instructional cycle based on 55-minute periods will include:**

- a. Thirty (30) class periods**
- b. One (1) daily unassigned period**
- c. Five (5) administrative periods**
- d. Teachers scheduled to teach inclusion classes will be relieved of one administrative period per cycle to provide additional common planning time organized around improvement of student learning**
- e. Additional time for personalization periods as determined by a majority vote of the faculty at each school.**
- f. Commencing in the 2009-2010 2011-2012 school year, high school teachers shall be scheduled to participate in two thirty (30) minute periods one sixty (60) minute period of common planning time meetings per week excluding weeks in which teachers are scheduled to attend meetings pursuant to Article VIII, Section B.1. Student**

**schedules shall be adjusted to provide for common planning time to end no later than five (5) minutes beyond the end of the normal teacher work day. These meetings will begin as soon as the student day ends. Attendance at common planning time activities is mandatory unless excused by the building principal.**

**2. For middle school teachers, the normal five (5) day instructional rotating cycle shall include:**

- a. Twelve 55 minute classes**
- b. Three 15 minute advisory periods**
- c. Eight 50-minute classes**
- d. Two 45-minute Performance Skills/Ensemble periods**
- e. Three team planning periods (to be used for the coordination of curriculum, instruction and conferencing) or additional office assignments for those teachers not assigned to a team**
- f. Two office assignments per week**
- g. Five unassigned periods, one per day**

**3. The primary purpose of the unassigned period is class preparation and a teacher will spend either this period or at least an equivalent amount of time outside the school day on class preparation.**

**4. Elementary classroom teachers, excluding kinder-garten teachers, shall be allowed 350 minutes for planning and education related activities for each ten day cycle. Such time shall be exclusive of lunch**

**and the time before and after the beginning and end of the student's school day.**

**a. Elementary itinerant teachers shall be allowed 350 minutes for planning and education related activities for each 10 day cycle. Such time shall be exclusive of lunch. The time before and/or after school shall be excluded only if the itinerant has been assigned duties during that time, such as bus duty or morning duty.**

**b. Kindergarten teachers shall be allowed a 55 minute block of time between A.M. and P.M. sessions, inclusive of lunch and travel.**

**c. In addition to the 350 minutes for planning and education related activities for each ten (10) day cycle, the school administration shall make a good faith effort to provide a thirty (30) minute block of common planning time per week, organized around improvement of student learning, to elementary teachers scheduled to teach inclusion classes.**

**d. Commencing in the 2011-2012 school year, elementary teachers shall be scheduled to participate in one sixty (60) minute period of common planning time meeting per week excluding weeks in which teachers are scheduled to attend meetings pursuant to Article VIII, Section B.1. These meetings will begin as soon as the student day ends. Attendance at common planning time activities is mandatory unless excused by the building principal.**

**Effect on other agreement provisions. All other terms and conditions of the existing agreement not specifically modified in this extension agreement shall remain in full force and effect during the contract term running through August 31, 2013. All agreed upon changes or modifications to the existing agreement are incorporated into this existing agreement and there are no other understandings, representations or promises between the parties.**

**Ratification. The tentative agreement has been negotiated in good faith by the bargaining negotiation representatives of both the Committee and the Cranston Teachers' Alliance, Local 1704, AFT and is subject to ratification by the Cranston School Committee, the Cranston City Council and by members of the Cranston Teachers' Alliance Local 1704. The parties hereto agree to convene their respective constituencies as soon as practicable for the purpose of ratifying the Tentative Agreement.**

## **7. Salary**

### **APPENDIX A**

#### **Annual Salary Schedule**

**2010-11   2011-12   2012-2013**

<b>STEP 1</b>	<b>\$37,940</b>	<b>\$38,000</b>	<b>\$38,000</b>
<b>STEP 2</b>	<b>\$40,989</b>	<b>\$40,470</b>	<b>\$40,470</b>
<b>STEP 3</b>	<b>\$44,098</b>	<b>\$43,100</b>	<b>\$43,100</b>
<b>STEP 4</b>	<b>\$47,525</b>	<b>\$45,902</b>	<b>\$45,902</b>
<b>STEP 5</b>	<b>\$50,977</b>	<b>\$48,886</b>	<b>\$48,886</b>
<b>STEP 6</b>	<b>\$54,058</b>	<b>\$52,063</b>	<b>\$52,063</b>
<b>STEP 7</b>	<b>\$57,450</b>	<b>\$55,447</b>	<b>\$55,447</b>
<b>STEP 8</b>	<b>\$60,649</b>	<b>\$59,051</b>	<b>\$59,051</b>
<b>STEP 9</b>	<b>\$63,641</b>	<b>\$62,889</b>	<b>\$62,889</b>



STEP 10	\$69,838	\$66,977	\$66,977
STEP 11	\$73,710	\$71,331	\$71,331
STEP 12	\$73,900	\$73,900	

**CRANSTON PUBLIC SCHOOLS  
COLLECTIVE BARGAINING  
FISCAL IMPACT STATEMENT  
TEACHERS  
2011 – 2013**

<b>CATEGORY</b>	<b>2011-2012</b>	<b>2012-2013</b>
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<b>SALARY INCREASE (A)</b>	<b>(1,416,203)</b>	<b>(1,416,203)</b>
<b>OTHER COMPENSATION (A) &amp; 1</b>	<b>(55,858)</b>	<b>(55,858)</b>
<b>STEP SCALE RE-ALIGNMENT</b>	<b>(401,883)</b>	<b>(347,373)</b>
<b>CERTIFIED PENSION (B)</b>	<b>(246,404)</b>	<b>(239,193)</b>
<b>MEDICARE TAXES</b>	<b>(25,835)</b>	<b>(25,060)</b>
<b>INCREASE IN COST-SHARING (C) &amp; 2</b>	<b>(429,975)</b>	<b>(280,773)</b>
<b>PLAN DESIGN CHANGES</b>	<b>100,148</b>	<b>146,884</b>

**TOTAL SAVINGS (2,476,010) (2,217,576)**

**SUMMARY (4,693,587)**

**(A) SALARY INCREASE**

**2011-2012 - 0.0%**

**2012-2013 - 0.0%**

**(B) CERTIFIED PENSION**

**2011-2012 - 13.23%**

**2012-2013 - 20.98%**

**(C) BENEFITS**

**2011-2012 - 20% COST SHARE**

**2012-2013 - 20% COST SHARE, 10% RATE INCREASE (HEALTH), 5%  
RATE INCREASE (DENTAL)**

**FOOTNOTES**

**2011-2012**

**(1) - CATEGORIES AS IDENTIFIED IN APPENDISES A THROUGH E**

**(2) - PLEASE NOTE THAT ABOVE-REFERENCED SAVINGS IS LESS  
17% COST SHARING**

**ALREADY BUDGETED FOR IN 2011-2012.**

**(3) - PLAN 1B OF THE 2011 MUNICIPALITY GENERIC SCHOOL  
BENEFIT OPTIONS**

**2011-2012 - \$100,148 (9 MONTHS)**

**2012-2013 - \$146,884 (FULL YEAR)**